

EXHIBIT A



Appendix B1: Tier I Participants

Circuit City
Management Incentive Plan

Name	Job Title	Function	Weekly Pay	Incentive Period (wks)	Percent of Maximum Incentive Bonus		
					% at Total	75%	50%

2005

	SVP, Chief Merch Officer	9,327	26	Merchandising	\$
Task I			20%		\$ 48,500
Task IIa			5%		\$ 12,125
Task IIb			10%		\$ 24,250
Task IV			15%		\$ 36,375
Task XIII			50%		\$ 121,250
Total			100%		\$ 242,500
					\$ 181,875
					\$ 131,750
					\$ 36,375
					\$ 9,094
					\$ 6,063
					\$ 12,125
					\$ 24,250
					\$ 48,500
					\$ 96,000
					\$ 192,000
					\$ 24,250



Appendix B2: Tier I Participants

Circuit City Management Incentive Plan

Name	Job Title	Function	Weekly Pay	Incentive Period (wks)	Percent of Maximum Incentive Bonus			
					% of Total	100%	75%	50%
Marcum, James A	Chief Executive Officer	Executive	\$ 14,423	26	10%	\$ 37,500	\$ 28,125	\$ 18,750
					5%	\$ 18,750	\$ 14,063	\$ 9,375
					10%	\$ 37,500	\$ 28,125	\$ 18,750
					15%	\$ 56,250	\$ 42,187	\$ 28,125
					15%	\$ 56,250	\$ 42,187	\$ 28,125
					15%	\$ 56,250	\$ 42,187	\$ 28,125
					15%	\$ 56,250	\$ 42,187	\$ 28,125
					15%	\$ 56,250	\$ 42,187	\$ 28,125
					15%	\$ 56,250	\$ 42,187	\$ 28,125
					100%	\$ 375,000	\$ 281,250	\$ 187,500
Hedgebeth,Reginald D.	SVP, Gen Counsel and Secretary	Executive	\$ 8,365	26	10%	\$ 21,750	\$ 16,313	\$ 10,875
					5%	\$ 10,875	\$ 8,156	\$ 5,438
					10%	\$ 21,750	\$ 16,313	\$ 10,875
					10%	\$ 21,750	\$ 16,313	\$ 10,875
					10%	\$ 21,750	\$ 16,313	\$ 10,875
					10%	\$ 21,750	\$ 16,313	\$ 10,875
					15%	\$ 32,625	\$ 24,469	\$ 16,313
					15%	\$ 32,625	\$ 24,469	\$ 16,313
					15%	\$ 32,625	\$ 24,469	\$ 16,313
					100%	\$ 217,500	\$ 163,125	\$ 108,750